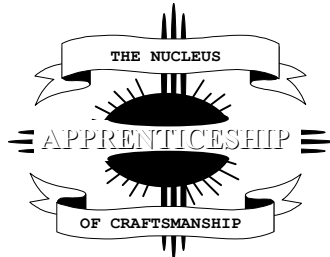




**STANDARDS OF APPRENTICESHIP  
adopted by**

**SAINT-GOBAIN CONTAINERS MOLDBAKER APPRENTICESHIP COMMITTEE**

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
MOLDBAKER		575.382-014	4 YEARS/8000 HOURS



**APPROVED BY**  
**Washington State Apprenticeship and Training Council**  
**REGISTERED WITH**  
**Apprenticeship Section of Consultation and Compliance Division**  
Washington State Department Labor and Industries  
Post Office Box 44530  
Olympia, Washington 98504-4530

**APPROVAL:**

JULY 19, 1991

Initial Approval

By: LAFRANK NEWELL  
Chairman of Council

APRIL 20, 2001

Addendum Amended

By: PATRICK WOODS  
Secretary of Council

JANUARY 17, 2003

Committee Amended

## **SAINT-GOBAIN CONTAINERS MOLDMAKER APPRENTICESHIP COMMITTEE**

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

The following Standards of apprenticeship, Saint-Gobain Containers Moldmaker with supplements pertaining to the necessary work experience of the trade and a progressive wage scale will, when approved by and registered with the Registration Agency, govern the training of apprentices in this industry.

If the apprentice job is covered by a collective bargaining agreement, the lawful provision thereof shall supplement or prevail over these Standards if there is a conflict between the bargaining agreement and Standards.

1. GEOGRAPHICAL AREA COVERED:

The area covered by these Standards shall be limited to Saint-Gobain Containers Moldmaker facilities, Division of Ball Corp., 5801 E. Marginal Way S., Seattle, Washington 98134.

2. MINIMUM QUALIFICATIONS:

Age: Applicants for apprenticeship must be eighteen (18) years of age.  
Education: Applicants must be a High School graduate or the certified equivalent.  
Physical: Applicants must be physically qualified to work at the trade.  
Testing: None.  
Other: Must successfully pass company physical examination.

3. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

A. Selection Procedures:  
Exempt by W.A.C. 296-04-330(8)

B. Affirmative Action Plan:  
Exempt by W.A.C. 296-04-330(8)

4. TERM OF APPRENTICESHIP:

The term of apprenticeship shall be four (4) years or 8,000 hours of reasonable continuous employment.

5. PROBATIONARY PERIOD:

All apprentices employed in accordance with these standards shall be subject to a probationary period not to exceed the first 1600 hours of employment.

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6. RATIO OF APPRENTICES:

For one (1) journey-level worker regularly employed within the plant workforce, employer may have one (1) apprentice.

7. WAGE PROGRESSION:

Apprentices shall be paid on the following percentage basis in accordance with WAC 296-04-270(2)(c):

Apprentice Moldmaker:

1st 12 mo/2000 hours 82.7% of journey-level worker rate of pay.  
2nd 12 mo/2000 hours 85.5% of journey-level worker rate of pay.  
3rd 12 mo/2000 hours 87.3% of journey-level worker rate of pay.  
4th 12 mo/2000 hours 88.7% of journey-level worker rate of pay.

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8. WORK PROCESSES:

<u>Mold Maker: D.O.T. #575.382-014</u>	<u>Hours</u>
1. Blank Repair .....	1300
2. Mold Repair .....	1300
3. Neck Ring Repair.....	1300
4. Welding.....	450
5. Lathe, mill, deckel, and other shop machinery .....	2000
6. Miscellaneous .....	1300
7. Work with inspector.....	350
TOTAL HOURS:	8000

ALL THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS  
UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED  
IN THESE STANDARDS

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### 9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
  - (X) Supervised field trips
  - ( ) Approved training seminars
  - ( ) A combination of home study and approved correspondence courses
  - (X) Technical college
  - ( ) Community college
  - ( ) Training trust
  - ( ) Other (specify)
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes. (See section 10, Administrative/Disciplinary Procedures.)

### 10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

- A. Responsibilities of Apprentices
  - 1. To diligently and faithfully perform the work of the Shop, and to perform such other pertinent duties as may be assigned by the employer in accordance with the provisions of the Standards.
  - 2. To respect the property of the employer and abide by the working rules and regulations of the employer and the local Joint Apprenticeship Committee.
  - 3. To regularly attend and satisfactorily complete the required hours of instruction in subjects related to the trade, as provided under the Standards.

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4. To maintain such records of work experience and training received on the job and in related instruction as may be required by the Joint Apprenticeship Committee.
5. To develop safe working habits, and conduct themselves in their work in such manner as to assure their own safety and that of their fellow workers.
6. To purchase and maintain such tools of the trade as the Joint Apprenticeship Committee deems satisfactory shall consist of:
  - A. 1 each 0" to 1" OUTSIDE MIKES 436P-1 STARRETT
  - B. 1 each 4" to CALIPER INSIDE CALIPERS-SOLID NUT STARRETT YANKEE #73A
  - C. 1 each 6" CALIPER INSIDE CALIPERS-STARRETT YANKEE #73A
  - D. 1 each 4" CALIPER OUTSIDE CALIPERS-STARRETT YANKEE #79A
  - E. 1 each 6" CALIPER OUTSIDE CALIPERS-STARRETT YANKEE #79A
  - F. 1 each 4" DIVIDER - STARRETT YANKEE #83A
  - G. 1 each 6" DIVIDER - STARRETT YANKEE #83A
  - H. 1 each 6" SCALE STARRETT #C303SR-6
  - I. 1 each 12" COMBINATION SET STARRETT #C434-12-4R
  - J. 1 each 6" CALIPER MORPHIDITES STARRETT FIRM JOINT #42-6
  - K. 1 each SCRIBER (POCKET #70A)
  - L. 1 each 16 oz. BALL PEEN HAMMER PLUMB #0371
  - M. 1 each 24 oz. BALL PEEN HAMMER PLUMB #0373
  - N. 1 each THICKNESS GAGE - STARRETT #66
  - O. 1 each TOOL BOX
  - P. 1 each 0" TO 3" DEPTH MICROMETER - STARRETT

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- Q. 1 each CENTER PUNCH SET - MAYHEW #494
- R. 1 each SCREWDRIVER - STANLEY #3007 FLATHEAD 7 PHILLIPS
- S. 1 each CHANNEL LOCKS
- T. 1 each 10" CRESCENT WRENCH
- U. 6" DIAMETER DIAL VERNIERS

- 7. Apprentices who are absent from school class sessions, unless officially excused, shall make up all such time lost before being advanced to the next period of their apprenticeship at their own cost.
- 8. Apprentices shall not be paid for attending related instruction classes, however, should the Committee assign an apprentice to a class of instruction during working hours, they will be paid for time lost.
- 9. In case of failure of any apprentices to fulfill their obligations as to related instruction requirements, attendance, and conduct with due cause, the Joint Apprenticeship Committee shall take necessary disciplinary action.
- 10. Apprentices shall work the same number of hours as journey-level workers employed in the trade, except that the apprentice shall not be allowed to work overtime if it interferes with their attendance at related work classes.
- 11. Apprentices absent from the services of their employer, unless officially excused, shall make up all such time loss before being advanced to the next period of their apprenticeship.
- 12. Apprentices shall provide proof of current enrollment at approved technical college
- 13. Upon request, apprentices shall submit copies of school transcripts and/or verification of course completion to the Joint Apprenticeship Committee.
- 14. Apprentices shall sign transcript request form.

B. Disciplinary Action:

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The Joint Apprenticeship Committee shall have the authority to discipline an apprentice who fails to comply with the Apprenticeship Agreement or the Apprenticeship Standards. Disciplinary action that maybe employed, at the discretion of the Committee, includes:

1. Postponement of advancement from one period the next.
2. Cancellation or termination of the apprenticeship.

These provisions shall not interfere with the Company's accepted methods of disciplining employees.

### **C. Duties of Local Joint Apprenticeship Committee:**

1. To develop local Apprenticeship Standards consistent with the Washington State Apprenticeship Council and covering such additional items as:
  - a. Schedule of Work Experience

Showing normal and necessary phases of the Shop to be learned including instructions on safe working habits and accident prevention and approximate number of hours to be devoted to each division of work.
  - b. Apprentice Records

Listing the specific records to be kept of each apprentice and the extent to which these records must be kept up-to-date.
2. To conduct themselves in a businesslike manner and to decide all matters by majority rules.
3. To be vitally concerned that the proper selection of apprentices has been made and to be sure that the qualifications set up in the Standards are satisfactorily fulfilled.
4. To see that all apprentices are under written Apprenticeship Agreement as provided by the Standards.
5. To request registration of Apprenticeship Agreements by the Washington State Apprenticeship Council and to notify this agency of all completions, cancellations, or temporary suspension of any such Apprenticeship Agreements.



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6. To make every effort to keep the apprentice continuously employed and assure them of well-rounded training and experience in all phases of the Shop.
7. To see that the work experience and related training requirements of the Apprenticeship Standards are being met and to maintain adequate records of each apprentice showing work experience, related training, and general progress in learning the work of the Shop.
8. To recommend to proper authorities when an apprentice has satisfactorily completed his/her apprenticeship, and is eligible for recognition as a journey-level worker.
9. To see that all apprentices are issued recognized Certificates of Completion after satisfactory completion of the term of apprenticeship. Completion Certificates are available from the registration agency, for all apprentices completing their apprenticeship under registered standards.
10. To supervise the enforcement of all the provisions of the Standards.

### **11. COMPOSITION OF COMMITTEE AND ALTERNATES:**

The Joint Apprenticeship Committee shall be composed equally of two (2) members representing management and two (2) members representing the American Flint Glass Workers Union. Members of the Apprenticeship Committee shall be selected by the groups they represent. One (1) management representative and one (1) labor representative shall constitute a quorum.

#### **The Management Representatives Shall Be:**

Jason Noble, Secretary  
5801 E Marginal Way  
Seattle, WA 98134-2497

Mike Gibbons, Alternate  
5801 E Marginal Way  
Seattle, WA 98134-2497

Dwight H. Sasten  
5801 E Marginal Way  
Seattle, WA 98134-2497

#### **The Labor Representatives Shall Be:**

## **SAINT-GOBAIN CONTAINERS MOLDMAKER APPRENTICESHIP COMMITTEE**

Barry D. Clark, Chairman  
5801 E Marginal Way  
Seattle, WA 98134-2497

Donald Ball, Alternate  
5801 E Marginal Way  
Seattle, WA 98134-2497

Art Jacques  
5801 E Marginal Way  
Seattle, WA 98134-2497

12. SUBCOMMITTEE: (None)
13. TRAINING DIRECTOR/COORDINATOR: (None)